

Mission Statement of the Annapolis Police Department

The Annapolis Police Department is dedicated to preserving the quality of life in Annapolis by ensuring the community's livability, safety and security. We are committed to providing the highest standards of police service through adherence to the values of honesty, integrity and the respect of human dignity to all.

Organizational Values of the Annapolis Police Department

Maintain professionalism in every facet of our operations and maintaining only the highest levels of personal integrity;

Preserve democracy and freedom by recognizing the constitutional rights of all;

Develop and actively build a strong community partnership to help with the identification of and solutions to neighborhood problems;

Establish a mutual trust within the community, through honest deeds and actions; and

Motivate people to take a proactive approach to improving their quality of life.

A Message from the Chief of Police



I am proud to present the 2002 annual report of the Annapolis Police Department. Year 2002 in review tells us that the members of the Annapolis Police Department strive to improve the quality of life for the citizens of Annapolis. As always, we are guided by our mission statement and our organizational values.

Annapolis experienced a very significant reduction in overall crime in 2002 as compared to 2001. Overall Part One offenses decreased by 3%. Violent Crimes decreased by 13%. Much of the credit for this decrease is attributable to the fine efforts of the officers and support staff of the Police Department.

The Community Services Section expanded on existing outreach programs as well as created new ones. An officer is now permanently assigned to aid crime victims and witnesses throughout their involvement with the criminal justice system. A daily summary of police activity is disseminated to the public in a variety of ways, including via an AM Radio broadcast, WEBSITE posting and by e-mail. Use of E-mail has added a convenient and comfortable way for the public to interact with the Department. The Neighborhood Watch initiative attracted many new members committed to helping the police prevent crime. Neighborhood Watch members provided time and again crucial information in solving cases and turning in drug dealers. Programs providing youth-police interaction continued to be a success, such as the fishing, basketball, and soccer camps. Two elementary schools were “adopted” by officers, meaning they spend substantial time at the selected schools, providing assistance to the children in a variety of ways.

In 2002, we finally experienced a breakthrough in recruitment and retention. This has been a struggle the last few years as our salaries and benefits began to fall behind other area jurisdictions. Since we refused to lower our standards, we experienced a chronic manpower shortage. I am happy to report through the efforts of Mayor Ellen Moyer primarily and the rest of the City Council, this problem has been greatly abated. For the first time, retirees are being provided with a contribution from the city toward medical coverage. Salaries and other retirement benefits have been enhanced also.

Of course, the events of September 11, 2001 impacted Annapolis as everywhere else. Four officers who are members of the military reserves were called to active duty and sent on deployment. The Department and the City are very proud of those individuals. The City took steps to ensure that those officers did not suffer a reduction in pay or other benefits due to their military service.

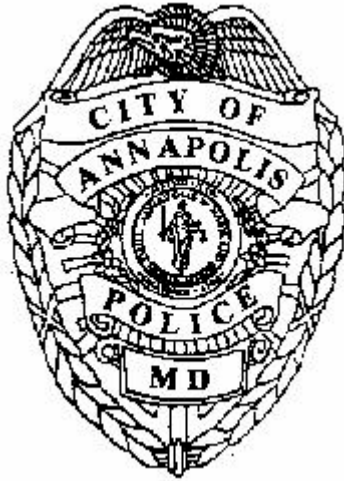
The Police Department is the front line for local defense for homeland security issues as well as for the traditional public safety threats. In recognition of this, a new Office of Emergency Preparedness was created. The director of the office is charged with performing a top to bottom review of all city services in regards to preparedness for a major emergency of any type be it natural, or terrorist in nature. The Director will then prepare and have ready a plan of action for any such event. Once done, it will of course have to be continually reassessed and adjusted as conditions warrant.

In 2003, we will continue our efforts, and many exciting new changes will come about. First and foremost, the department is headquartered in a building completed in 1972 and not substantially altered since, despite expanded duties and changing needs. Planning and contracting is expected to be completed for a major renovation and expansion of the building to begin in 2004. Once completed, Annapolis will have a state of the art facility for many years to come. Computer terminals are being installed in every patrol car. This will greatly enhance the efficiency of the officer in the field and give him or her almost instant access to wanted checks and the like.

In conclusion, I am confident that you will enjoy reviewing the 2002 Annual Report. I strongly believe that the citizens of Annapolis have a professional police department committed to their quality of life. I am truly honored to serve with the men and women of the Annapolis Police Department.

Joseph S. Johnson
Chief of Police

OATH OF OFFICE



“I, _____, do swear that I will support the constitution of the United States; and that I will be faithful and bear true allegiance to the State of Maryland and support the constitution and enforce the laws thereof; and that I will, to the best of my skill and judgement, diligently and faithfully, without partiality or prejudice, execute the position of Police Officer according to the constitution and laws of this state”.

The City at a Glance

Annapolis Police Department

Organized

1867

Chief of Police

Joseph S. Johnson

Full-Time Sworn Police Officers

126 Authorized Positions

Civilian Members

46 Full Time

31 Part Time

Volunteers

7 Civilians

Budget

11.9 million (FY03)

Bicycle Officers

13 Certified/Trained Officers

Canine Officers

2 Specially Trained K-9 Teams

Calls for Service

39,012 in 2002

Starting Police Officer Salary

\$35,047

Police Officer Training

20-22 weeks upon entry

5-8 weeks post academy

9 weeks of Field Training

30 Hours of In-Service training
annually

City of Annapolis Government

Settled

1649

Chartered

1708

Mayor

Ellen Moyer

2002 City Counsel

Louise Hammond

Sheila M. Tolliver

Classie Gillis Hoyle

George O. Kelley Sr.

David H. Cordle

Cynthia Abney Carter

Michael W. Fox

Joshua Cohen

City Budget

55.5 million (FY03)

City Government Employees

481 Full Time 137 Part Time

Service Area

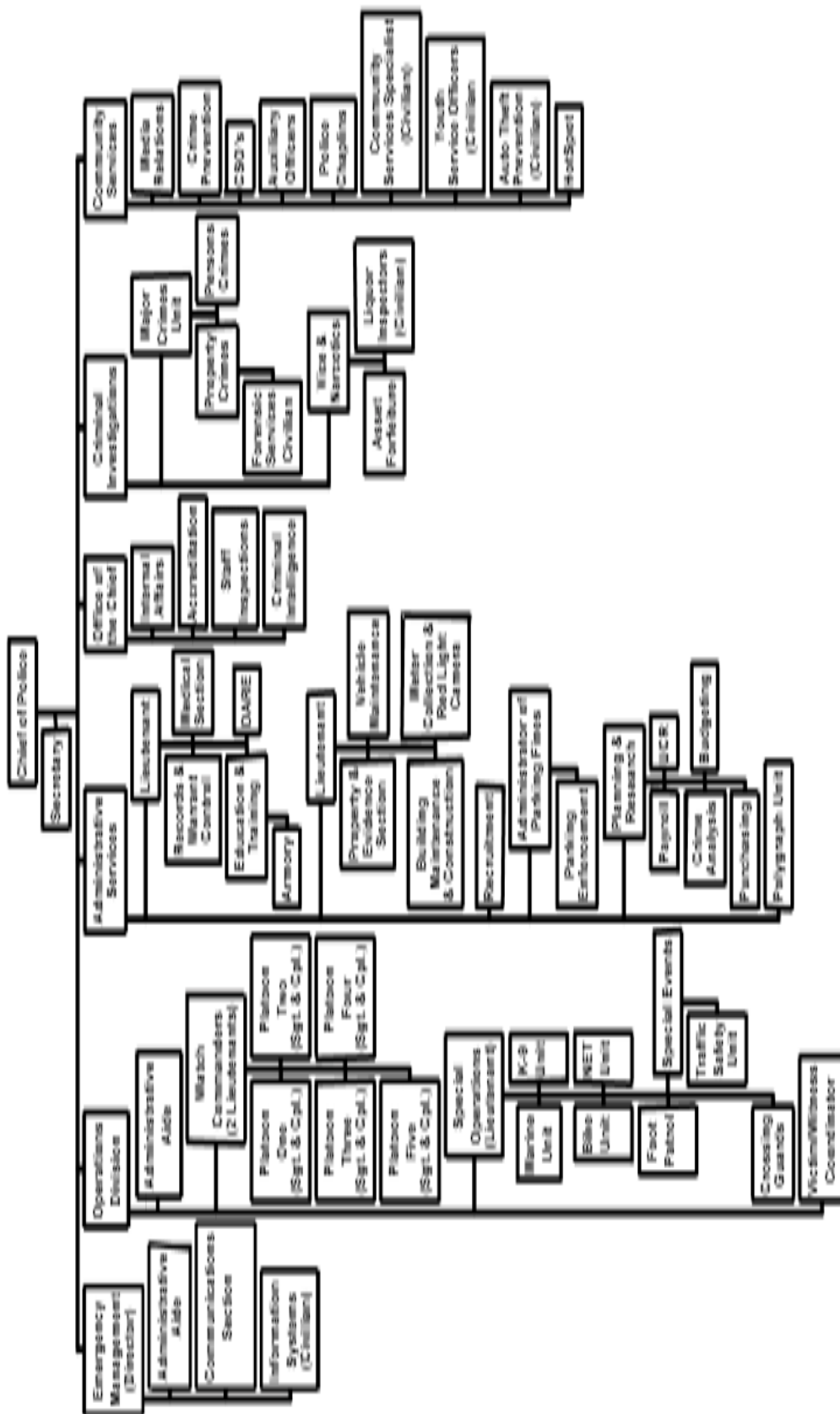
7.2 square miles

Population

35,838

Proximity

Located between Baltimore
And Washington DC



Retirements in the Year 2002

Captain Gary S. Simpson - Retired July 5, 2002 after 32 years of service

Promotions for the Year 2002 *Officers*

Officer First Class Brian Antal promoted to Corporal
Officer First Class Mark Seidel promoted to Corporal
Officer Markus Sexton promoted to Officer First Class
Officer Alfred Thomas promoted to Officer First Class

Community Awards

Lions Club - Public Safety Appreciation

Corporal Brian Antal, Officer First Class Timothy Lowe,
Officer First Class David Miguez and Officer Nicole Vaden

Annapolis Optimist Club - Respect for Law Dinner

Police Communications Operator II Celeste Medley

Governors Crime Prevention Award

Corporal Castor Redondo, Mr Robert Morales and Assistant
State's Attorney Daniel Andrews

Sons of the American Revolution

Officer First Class Jennifer Crews-Carey

Recognition of Nominations of Awards

Maryland Retailers Association Award

Officer First Class Harold Dalton

Governor's Victim Assistance Award

Officer First Class Maria Johnson and Reverend Norman Crews

Red Cross "Hometown Hero" Award

Corporal Castor Redondo

Annapolis Police Department Awards

Citation of Merit

Brittany Crew is a private citizen who witnessed a subject breaking into
vehicles and directed officers to the suspect's location

Citation of Merit

James Elliott and Alfredo Guerrero assisted an officer who was fighting
with a subject attempting to place the subject under arrest

REVIEW OF 2002

During 2002 FBI Part I declined 3% to 2330 Part I offenses. There were significant changes in several categories. Aggravated Assault declined 19.7%, Motor Vehicle Theft declined 12.2% and Larceny declined 5.2%. Rape and Burglary were the only two categories to show an increase.

Category/Year	2001	2002	+/- %
Homicide	4	4	0.00%
Rape	11	15	+ 36.36%
Robbery	154	149	-3.25%
Aggravated Assault	315	253	-19.68%
Burglary	333	414	+ 24.32%
Larceny	1456	1380	-5.22%
Motor Vehicle Theft	131	115	-12.21%
TOTAL	2404	2330	-3.08%





Lieutenant Robert Beans

The Community Services Section is commanded by Lieutenant Robert Beans. Lieutenant Beans joined the Annapolis Police Department in January 1971. He was promoted to lieutenant in November of 1998 and has been the commander of the Community Services Section since his promotion. Lieutenant Beans has his BA from Sojourner-Douglas College.

COMMUNITY SERVICES SECTION

While the total number of reported serious crime decreased from 2001 to 2002 the Annapolis Police Department recognizes that numbers alone do not accurately reflect the communities feeling of safety. The Annapolis Police Department utilizes a proactive Community Services Section to educate the public in crime prevention techniques as well as motivate citizen involvement in crime prevention initiatives. To illustrate that commitment, below are a few of the achievements of the Community Services Section:

474	Residents attended Crime Prevention Training
535	People attended Drug Awareness Training
369	Child Safety Seat Installations & Inspections
15	New Neighborhood Watch Block Captains Certified

489 hours Donated by Auxiliary Officers & Volunteers

76 hours Donated by Chaplain Norman Crews

The Community Services Section also operates many Community Outreach Programs. A few examples of these programs are:

Neighborhood Watch

Neighborhood Watch Fax Notification - 276 daily recipients

WNAV Radio Program

Security Surveys

Business Watch

Coats For Kids

CPR Training

Community Mediation

Daily Police Activity Report emailed to subscribers and posted in the Neighborhood Watch Section of police website.

Hispanic Liaison - 2 bilingual members of the Community Service Section.

Reality Program - Early intervention drug/alcohol abuse prevention initiative for teens and young adults.



OFFICE OF EMERGENCY MANAGEMENT

The Office of Emergency Management was established in 2002 to coordinate the response of all city agencies to emergencies occurring in and around the City of Annapolis. The unit was able to obtain \$300,000 in State and Federal grants to purchase protective equipment for police and fire personnel in the event of a chemical or biological incident. The unit also functions as a liaison between the City of Annapolis and other Emergency Management Agencies.

Communications Section

Director Gary Simpson

The Office of Emergency Management is commanded by Director Gary Simpson. Director Simpson joined the Annapolis Police Department in June 1970. He retired from the Annapolis Police Department in July 2002 at the rank of Captain to assume the civilian position as Director of the Office of Emergency Management. Director Simpson has a BS from the University of Maryland.

Calls For Service 1999 - 2002				
Month	1999	2000	2001	2002
January	2603	2491	2587	2592
February	2655	2595	2801	2667
March	2720	2979	2901	2833
April	3027	2757	3014	3162
May	3009	3660	3835	3329
June	3324	3012	3237	3725
July	3250	3086	3607	3536
August	3096	3091	3525	3406
September	3180	2969	3504	4260
October	2674	2952	4402	3400
November	2935	2955	2935	3023
December	3264	2704	2923	3079
TOTAL	35,737 97.9 per day	35,233 96.2 per day	39,271 107.6 per day	39,012 106.8 calls For per day

During the calendar year 2002, the Communications Section received 39,012 calls for police services. This was a decrease of 259 calls. For 2002 the Communications Section handled an average of 106.9 calls per day compared to 107.6 in 2001. The Computer Aided Dispatch (CAD) software was upgraded to a newer version providing several enhancements.



One of the enhancements included an interface to support the new mobile data system. The mobile data system provides in car computers that allow the officers in the field to access Motor Vehicle Administration and warrant information as well as email and dispatch information. The department currently has 20 computers which will be installed in early 2003 with an additional 20 computers to be purchased and installed by 2007.

Emergency Operations Center

The Emergency Operations Center is activated when an emergency occurs within the city. The center allows representatives from all city agencies to come together in one location for a coordinated response to issues as they evolve.

Information Systems Management Section

The section is staffed by a civilian Computer Systems Administrator. The System Administrator is responsible for keeping the computer systems within the agency operating as well as minor computer repair and maintenance.





Captain Barbara Hopkins

The Administrative Services Division is commanded by Captain Barbara Hopkins. Captain Hopkins joined the Annapolis Police Department in March 1973. She was promoted to Captain in September 1994 and has been Commander of Administrative Services since 1995. Captain Hopkins has a BA from Kent State University, a MA from George Washington University and is currently working on her Ph.D. from Capella University.

ADMINISTRATIVE SERVICES DIVISION

Training

During the year the Annapolis Police Department provided 89 training opportunities to 121 officers and 34 civilians. These included Leadership Training, Dispatcher Training, Street Crimes and Surveillance Techniques and Techniques of Alcohol Enforcement which were sponsored by the agency. In addition, mandated in-service training was provided to all sworn and civilian personnel as well as 21 officers from 5 other law enforcement agencies.

D.A.R.E

Five officers provided Drug Abuse Resistance Education at 11 schools to 936 students.

Selection

During 2002, 402 applicants were processed for eleven different job classifications. Three hundred two people applied for the position of Police Officer. Of those, 76 people passed the written exam and 7 were hired. During the same period 51 people applied for the position of Police Communications Officer. Sixteen people took and passed the written exam. One person was hired.

Armory

All officers completed the twice yearly Firearms Qualification Course as well as yearly Use of Force and Firearms Safety training. The Annapolis Police Department made its indoor firearms range available to 10 other law enforcement agencies including: Maryland State Police, United States Coast Guard, Anne Arundel County Bailiffs, Anne Arundel County Sheriff's Office, Department of General Services Police, United States Naval Investigative Service, State Comptrollers Office Police, Department of Transportation Police, United States Department of Housing and Urban Development Police and the University of Maryland Police Department.



Property and Evidence Section

The Property and Evidence Section is responsible for the storage of evidence, found and confiscated property. The unit also maintains the inventory and issuance of property and equipment purchased by the department.

Fleet Maintenance Section

The Fleet Maintenance Section is responsible for the maintenance of all of the vehicles used by the Annapolis Police Department. The unit is staffed with one civilian mechanic. In addition to routine maintenance the mechanic installs the equipment and markings on new patrol vehicles entering the fleet.



Records Section

The Records Section maintains the filed copies of police reports and traffic citations. The section also maintains the arrest records of persons arrested by the Annapolis Police Department. The personnel assigned to this section maintain the files and respond to requests for copies of police reports. Also housed within the section is the Warrant Control Officer who is responsible for maintaining the arrest warrants and criminal summons pending service by the members of the agency.

Planning and Research

The Planning and Research Unit consists of the Payroll section, Uniform Crime Reporting, Budget and Purchasing. The Payroll section is tasked with tracking each member's use of leave time and ensuring that the member receives the correct amount in their paycheck. The Uniform Crime Reporting section classifies each offense report that is written. A monthly tally of the classifications is then forwarded to the Federal Bureau of Investigation (FBI). The classification was established by the FBI as a way of tracking crime trends in the United States. The Budget section develops the budget for the entire department.





Parking Enforcement Officers

The Parking Enforcement Unit is comprised of Parking Enforcement Officers who enforce parking regulations in the downtown area. In many instances this unit relieves patrol officers who then can concentrate on other types of enforcement. Traffic Parking Officers are part time officers who assist with the enforcement of parking regulations and pedestrian crossings in the downtown area on weekends. Both the Parking Enforcement Officer and the Traffic Parking Officer assist with traffic control during special events.

Polygraph Unit

The Polygraph Unit consists of two members from other divisions in the department. Each polygraph operator is trained and certified through the Maryland Institute of Criminal Justice which is accredited through the American Polygraph Association. The examiners complete an initial three month course with yearly seminars. Polygraph examinations are used to assist in criminal investigations and background investigations of police officers and community service officers.

Purchasing Unit

The Purchasing Unit is staffed by a civilian clerk who is responsible for the purchase of all supplies and equipment for the agency. In addition to purchasing she also monitors the officers' uniform cleaning allowance and expenditures.





Captain Glenn Cross

The Operations Division is commanded by Captain Glenn Cross. Captain Cross joined the Annapolis Police Department in November 1974. He was promoted to Captain in August 1999 and has been the Commander of the Operations Division since his promotion.

OPERATIONS DIVISION

The Operations Division is comprised of five patrol platoons and the Special Operations Section. Each patrol platoon is supervised by a Sergeant and a Corporal. Each platoon works a ten hour day for 24 hour seven day a week coverage. Patrol Lieutenants -Watch Commanders oversee all of the platoons. Each of the platoons consist of officers who specialize in different areas such as crime scene processing, hostage negotiations, accident reconstructionists, DARE instructors and DUI intoximeter operators, just to name a few.

SPECIAL OPERATIONS SECTION

Neighborhood Enforcement Team

Officers from the Neighborhood Enforcement Team (NET) focuses on quality of life issues in specific communities and with the help of community residents provides concentrated enforcement activities to alleviate those issues. The team, in conjunction with the Community Services Section, assists the residents in maintaining the quality of life once the team moves to another community.

Foot Patrol Unit

The Foot Patrol Unit continues to focus on quality of life issues, conducting 9,621 business and bank checks and responding to 1,422 calls for service.

Traffic Safety Unit

The City of Annapolis had 787 reported accidents during 2002 including one fatal accident. Members of the Traffic Safety Unit handled 88 (11%) of the reported accidents. During 2002 one member of the Traffic Safety Unit was activated by the Air National Guard for the entire year.

Crossing Guards

The School Crossing Guards are a dedicated group of individuals who assist young school students safely cross city streets. These part time individuals work in all types of weather to ensure the safety of our children.



Canine Unit

The Canine Unit provides additional patrol support to the Patrol Platoons as well as conducting building searches and suspect tracks for increased officer safety. The unit conducted 104 narcotic detection scans which led to 70 arrests and the seizure of \$25,799 in U.S. Currency and 18 vehicles. As a result of searches conducted by the K-9 team 8 suspects were arrest and no suspects were bitten.

Special Events

The Special Events Coordinator reviewed 58 parade/rally permits during 2002. Forty-seven of those events required staffing by members of the agency. A total of 782 officers worked 6,114 hours at a cost of \$207,976.

Bike Unit

The Bike Unit is a part-time unit composed of officers from various divisions. The unit provides specialized patrol during Special Events and other times when ease of movement through congested areas is needed.

Honor Guard

The Honor Guard is one of several part-time units composed of officers from various divisions within the agency. The unit is composed of a lieutenant, a sergeant, a corporal and 8 officers. The unit attends police officer funerals and participates in various parades and ceremonies in the area.





Marine Unit

The Marine Unit is a part-time unit staffed by members of the Operations Division. The unit provides police patrols during the boating season on the waterways within the City of Annapolis. The Marine Unit provides support to special events such as the Blue Angels, 4th of July Fireworks and Parade of Lights. The unit also provides mutual aid to the Maryland Natural Resources Police.

Annapolis Special Emergency Team

The Annapolis Special Emergency Team (A.S.E.T) is a group of specially trained officers from various units within the agency. The team is used for high risk incidents such as hostage/barricade situations and narcotic search warrants. The team is also supported by paramedics from the Annapolis Fire Department who accompany the team.

Victim Assistance Unit

The Annapolis Police Victim Assistance Unit is located at 2001 West Street. The unit provides victims support, information and referrals to the appropriate sources of help in the aftermath of crime. Some of the information provided include:

- Information provided in reference to Police Procedures

- Information on resources available in and around our community

- Victim Advocacy for the victim and family

- Crime prevention tips and security suggestions for your home and business

- Emotional support and so much more





Captain Stanley Malm

The Criminal Investigation Division is commanded by Captain Stanley Malm. Captain Malm joined the Annapolis Police Department in March 1980. He was promoted to Captain in November 1998 and has been commander of the Criminal Investigations Division since his promotion. Captain Malm has a BS from the University of Maryland and a MS from Johns Hopkins University.

CRIMINAL INVESTIGATIONS DIVISION

- 76% of Part I cases assigned were closed
- 67% of violent crimes cases assigned were closed
- 78% of all cases assigned were closed

Vice & Narcotics Unit

During 2002 the Vice & Narcotics Unit made 121 arrests. The Narcotics Unit opened 81 new investigations during the year. These investigations resulted in 30 search warrants and the seizure of 18 vehicle and \$162,415. The Drug Enforcement Administration Mobile Enforcement Team spent six months deployed in Annapolis during 2002.

Narcotics Seized by Type and Amount (2001 - 2002)			
TYPE	2001	2002	5-yr average
Cocaine (powdered)	321	1033	457
Crack	2109.7	896	1094
Heroin	5.6	1.5	n/a
Ecstasy	58	35	n/a
Marijunana	1649	1041	1298
PCP	44	313	n/a
Note: All weights are in grams unless otherwise noted.			

Asset Forfeiture Unit

The Asset Forfeiture Unit works closely with all Criminal Investigations Division units to assist with financial investigation.

Asset Forfeiture Unit			
	2001	2002	5-yr average
Vehicles Seized	180	141	195
Vehicles Forfeited	13	28	35
Buy Backs	148	112	157
Buy Back Revenue	\$46,166	\$38,430	\$54,446
Currency Seizures	\$77,481	\$69,129	\$75,875
Currency Forfeited	\$39,980	\$50,361	\$40,634
Total Available	\$142,807	\$184,832	\$157,521

Liquor Inspection Unit

During the year the unit conducted 325 inspections of the 94 licensed liquor establishments within the City of Annapolis. They conducted 2 covert underage compliance checks. There was a 94% compliance rate up from 90% in 2001 and 85% in 2000.

Forensic Services

The Forensic Services Unit processed 119 crime scenes and recovered 919 latent fingerprints. The unit did 5,192 latent fingerprint comparisons resulting in the identification of 40 suspects. The unit also provided photographic services at 78 City of Annapolis events and fingerprinted 625 civilians for various background checks including child daycare and recreation volunteers.



Lieutenant Gregory Imhof

The Office of the Chief is commanded by Lieutenant Gregory Imhof. Lieutenant Imhof joined the Annapolis Police Department in June 1981 and promoted to lieutenant in October 1997. He has been commander of the Office of the Chief since 1999. Lieutenant Imhof has a BA from the University of Maryland.



Amy Seipp
Administrative Assistant

OFFICE OF THE CHIEF

Accreditation

The Annapolis Police Department is in the process of becoming accredited by the Commission on Accreditation for Law Enforcement Agencies. This requires that the department meet over 400 standards of performance as judged by a panel of law enforcement professionals from outside the agency. We expect to be accredited by late 2003 or early 2004.

Internal Affairs Section

During 2002 there were 41 complaints filed with the Internal Affairs Section, down from 63 complaints in 2001. There was a 66% decrease in excessive force complaints, 65% decrease in misconduct complaints, and a 12% decrease in policy complaints. In 2002 32% of the complaints were filed by citizens as compared to 37.21% in 2001. The remaining 68% of the cases initiated from personnel within the agency indicating the agency continues to do a good job of policing itself.

Intelligence Unit

The Intelligence Unit is responsible for the collection, analysis and dissemination of criminal intelligence. After the events of September 11, 2001 the unit is also responsible for the collection, analysis and dissemination of information on domestic terrorism.

Inspectional Services Unit

The Inspectional Services Unit is responsible for auditing each unit within the police department at least once every three years. These audits are designed to ensure that the units are following policy and to assess the efficiency of the unit. Based on the results of these audits policy changes may result to improve the efficiency of the unit and provide better customer service.

Administrative Assistant

The Chief's Office is also staffed by an administrative assistant. The administrative assistant functions as the executive secretary for the Chief of Police as well as maintaining the personnel files. Mrs. Seipp has been Chief Johnson's secretary since his arrival as Assistant Chief in 1992.

Race Based Traffic Stops

The Annapolis Police Department was one of fifteen agencies required to collect data on traffic stops in 2002. The data was sent to the Maryland Justice Analysis Center at the University of Maryland as required by law.

Complaint Type	Exonerated	Unfounded	Not Sustained	Closed	Sustained	Open/ Suspended	Total
Excessive Force	0	1	0	0	0	1/0	2
Traffic Accidents	0	0	0	1	15	0/0	16
Misconduct	1	0	0	3	2	1/0	7
Policy Violations	1	0	0	2	9	3/0	15
Admin.	0	0	0	0	0	1/0	1
Grand Total	2	1	0	6	26	6/0	41



Sgt. Eric Deuschle, Accreditation Unit & Inspectional Services (left)

Sgt. Phil Herman, Internal Affairs Section (right)

Volunteer Activities

Fishing Camp

During the summer members of the Annapolis Police Department sponsored two Youth Fishing Camp. Thirty-six at risk children from low income or single parent households learned about fishing, the environment and completed a community service project. The children were able to interact with the officers in a mentoring and informative environment. At the end of the week the children left the program with a shirt, hat, fishing rod, tackle box and a better understanding of the environment and the police officers. The equipment and lunches were purchased with contributions from local businesses and organizations with the staffing provided by off-duty officers.



Special Olympics Law Enforcement Torch Run

On May 30, 2002 members of the agency, their families and other law enforcement officers donated their time and efforts to carry the torch for the Maryland Special Olympics on a 9.3 mile run from the Chesapeake Bay Bridge to the State House in Annapolis. In addition to their time and efforts the officers donated approximately \$1559.00 to the Maryland Special Olympics, a 259% increase over 2001.



Parole Community/Annapolis Police Youth Soccer Camp

On July 15-16, 2002 the Annapolis Police along with the HotSpot team held a soccer camp for about 20 children ages 8-12. The camp provided instruction in soccer as well as an opportunity for the children to interact with positive role models. Among the role models was Meredith Beard, professional soccer player for the Washington Freedom and Rale Rasic, head coach of the 1974 Australian World Cup team. The children learn how excelling in school and working hard can lead to a successful life. The event was also supported by local community organization, churches and businesses who provided items for the children.



Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve mankind, to safeguard lives and property, and to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder, and to respect the Constitutional rights of all people to liberty, equality and justice.

I will keep my private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn or ridicule, develop self-restraint, and be constantly mindful for the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity, will kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendship to influence my decision. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

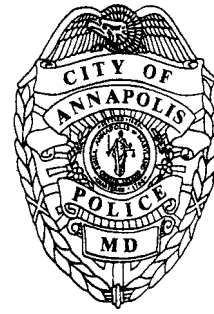
I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held as long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such as acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.



Contacting Your Police Department



POLICE HEADQUARTERS

199 Taylor Avenue
Annapolis, Maryland 21401
(410) 268-9000
Fax (410) 268-9472

CRIMINAL INVESTIGATIONS

(410) 349-0217
(410) 349-1986
(410) 349-1473
(410) 349-1120
Baltimore Line (410) 269-4045
Fax (410)-349-4647

VICE and NARCOTICS

(410) 349-4593

INTERNAL AFFAIRS

(410) 263-7988
Fax (410)-263-1259

STAFF INSPECTIONS/ACCREDITATION

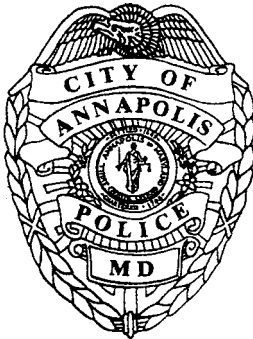
(410) 263-7990

WORLD WIDE WEB

www.annapolis.gov
police@annapolis.gov

ANNAPOLIS POLICE DEPARTMENT

“Commitment to Excellence”



The ANNAPOLIS POLICE DEPARTMENT is looking for a few good men and women. JOIN our team, challenge yourself and help others! We are looking for men and women who want to excel and lead the way.

The Annapolis Police Department is a full service Police Department which serves the Capital City of Maryland. The City is host to four million visitors a year.



- Starting salary for Police Officer is between \$35,048 and \$53,476.
- Take home car program for officers who are City residents.
- An officer receives sick days, paid vacation days, paid holidays and paid personal days. Overtime and off duty court time are paid at the rate of one and one half of your pay.
- Insurance is available. Health insurance includes Dental, Life, Prescription, Medical and Vision.
- At the time of retirement you receive up to 67 ½ % of your active duty pay. Upon retirement the City will pay 80% of your health insurance costs.
- Officers wishing to further college level education may do so with the City reimbursing your tuition up to \$1000.00 per fiscal year.
- Officers assigned to patrol will work four 10 hour work days per week.

Upon completion of the probationary period the officer may be assigned to or request to be assigned to any of the following units;

- *Operations Division Uniform Patrol*
- *Criminal Investigations Division*
- *Vice and Narcotics*
- *Neighborhood Enforcement Team (N.E.T.)*
- *Traffic Safety Unit*
- *K-9 Patrol, Bicycle Unit, Marine Unit*
- *Annapolis Special Emergency Team (A.S.E.T.)*
- *Education and Training*
- *Recruiting*
- *Crime Prevention*

COME JOIN OUR TEAM! Applications are accepted on a continual basis.
More information contact the Recruiting Officer at 410-268-9000 or www.annapolis.gov.
The Annapolis Police Department is an Equal Opportunity Employer